

7501 Department of Human Resources

The Department of Human Resources (CalHR) is responsible for managing the state's personnel functions and represents the Governor as the "employer" in all matters concerning state employer-employee relations. CalHR is responsible for issues related to recruitment, selection, salaries, benefits, and position classification, as well as provides a variety of training and consultation services to state departments and local agencies. CalHR's main objectives are to:

- Manage examinations, salaries, benefits, position classification, training, and all other aspects of state employment other than those areas assigned to the State Personnel Board under the civil service provisions of Article VII of the California Constitution.
- Represent the Governor in collective bargaining with unions representing rank and file state employees.
- Set salaries and benefits for employees excluded from collective bargaining and employees exempted from civil service.
- Serve as the sole fiduciary and administrative body for the Savings Plus Program (defined contribution program for full-time and part-time state employees).
- Provide legal representation to state agencies for appeals of disciplinary actions and labor relations matters.
- Hold ex-officio membership to the 13-member Board of Administration of the California Public Employees' Retirement System.

3-YEAR EXPENDITURES AND POSITIONS

		Positions			Expenditures		
		2021-22	2022-23	2023-24	2021-22*	2022-23*	2023-24*
6200	Human Resources Management	183.2	258.4	266.4	\$46,630	\$81,592	\$92,633
6205	Local Government Services	7.5	13.0	13.0	1,426	2,231	2,238
6210	Benefits Administration	51.8	74.0	76.0	26,426	34,667	35,459
6215	Benefit Payments	-	-	-	39,653	36,503	36,503
9900100	Administration	61.8	109.0	114.0	11,582	20,821	21,364
9900200	Administration - Distributed	-	-	-	-10,194	-19,449	-19,194
TOTALS, POSITIONS AND EXPENDITURES (All Programs)		304.3	454.4	469.4	\$115,523	\$156,365	\$169,003

FUNDING		2021-22*	2022-23*	2023-24*
0001	General Fund	\$13,230	\$31,853	\$34,362
0367	Indian Gaming Special Distribution Fund	-	75	75
0821	Flexelect Benefit Fund	16,618	27,858	27,856
0915	Deferred Compensation Plan Fund	15,609	18,291	19,158
0995	Reimbursements	37,053	58,657	66,314
3085	Mental Health Services Fund	-	150	150
8008	State Employees Pretax Parking Fund	556	1,400	1,400
8049	Vision Care Program for State Annuitants Fund	23,250	8,784	8,784
9740	Central Service Cost Recovery Fund	9,207	9,297	10,904
TOTALS, EXPENDITURES, ALL FUNDS		\$115,523	\$156,365	\$169,003

LEGAL CITATIONS AND AUTHORITY

Government Code, Title 1, Division 4, Chapters 10.3 and 10.5; Government Code, Title 1, Division 7, Chapter 17.5; Government Code, Title 2, Division 5, Parts 2, 2.5, 2.6, and 3; and California Code of Regulations, Title 2, Division 1, Chapter 3.

DETAILED BUDGET ADJUSTMENTS

	2022-23*			2023-24*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
Workload Budget Adjustments						
Workload Budget Change Proposals						
• California State Payroll System (CSPS) Project	\$-	\$-	-	\$2,892	\$-	9.0

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	2022-23*			2023-24*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
• Legal Accounting and Work Management System (LAWS) Project Reappropriation	-1,697	-	-	1,697	-	-
• Communication Office and Content Management System Replacement	-	-	-	994	358	2.0
• Personnel Management Division Strategic Workload Support	-	-	-	256	172	2.0
• Tribal Consultation Training (AB 923)	-	-	-	100	-	-
• CalHR Privacy Officer	-	-	-	65	107	1.0
• Reimbursement Authority for Childcare Bargaining Division	-	-	-	-	25,000	-
• Psychological Screening Program Administrative Support Adjustment	-	-	-	-	116	1.0
Totals, Workload Budget Change Proposals	-\$-1,697	-\$-	-	\$6,004	\$25,753	15.0
Other Workload Budget Adjustments						
• Section 28.00 Budget Adjustment	-	17,600	-	-	-	-
• Other Post-Employment Benefit Adjustments	-2	-7	-	-2	-10	-
• Salary Adjustments	410	682	-	428	715	-
• Retirement Rate Adjustments	424	686	-	424	686	-
• Benefit Adjustments	196	337	-	230	404	-
• Miscellaneous Baseline Adjustments	-	-	-	-1,402	1,402	-
Totals, Other Workload Budget Adjustments	\$1,028	\$19,298	-	-\$322	\$3,197	-
Totals, Workload Budget Adjustments	-\$-669	\$19,298	-	\$5,682	\$28,950	15.0
Totals, Budget Adjustments	-\$-669	\$19,298	-	\$5,682	\$28,950	15.0

PROGRAM DESCRIPTIONS

6200 - HUMAN RESOURCES MANAGEMENT

The Human Resource Management Division's main objectives are to:

- Provide human resource services, including the development of policy relative to classification and compensation standards and consulting with departments and agencies on position allocation, effective personnel management practices, workforce planning, and statewide training.
- Administer the Dymally-Alatorre Bilingual Services Act, develop and administer tests, administer the online examination and certification system, provide statewide equal employment opportunity policy and guidance, provide medical and psychological screening services, and maintain a listing of certified administrative hearing and medical examination interpreters for use in California hearings and proceedings.
- Represent the Governor as the "employer" in contract negotiations with the state's 21 bargaining units and set pay and benefits for employees excluded from the collective bargaining process, including supervisors, managers, executives, and confidential employees.
- Represent the Governor, state agencies, and departments in all matters pertaining to labor relations, personnel and discipline, wage and hour claims, and employment law.

6205 - LOCAL GOVERNMENT SERVICES

The Local Government Services Division provides direction and assistance to local, grant-aided agencies to ensure that their personnel programs are operated efficiently and continue to qualify for federal funds.

6210 - BENEFITS ADMINISTRATION

The Benefits Division designs, acquires, and administers a comprehensive employee benefit package designed to assist the state in attracting and retaining a qualified and diverse workforce. Benefits include health, dental, vision, employee assistance, life insurance, long-term disability insurance, and legal services. The Benefits Division also manages the master service agreement with the State Compensation Insurance Fund to provide for the state's workers' compensation program. The Savings Plus Program administers a tax-deferred savings program for all state employees to supplement retirement through various programs.

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9900 - ADMINISTRATION

The Administrative Services Division provides internal support and service to CalHR's programs and the State Personnel Board, including fiscal, human resources, contract, procurement, legislation, communication, information technology, and telecommunication services.

DETAILED EXPENDITURES BY PROGRAM

		<u>2021-22*</u>	<u>2022-23*</u>	<u>2023-24*</u>
	PROGRAM REQUIREMENTS			
6200	HUMAN RESOURCES MANAGEMENT			
	State Operations:			
0001	General Fund	\$13,095	\$29,692	\$31,483
0367	Indian Gaming Special Distribution Fund	-	75	75
0995	Reimbursements	24,328	42,378	50,021
3085	Mental Health Services Fund	-	150	150
9740	Central Service Cost Recovery Fund	9,207	9,297	10,904
	Totals, State Operations	<u>\$46,630</u>	<u>\$81,592</u>	<u>\$92,633</u>
	PROGRAM REQUIREMENTS			
6205	LOCAL GOVERNMENT SERVICES			
	State Operations:			
0995	Reimbursements	1,426	2,231	2,238
	Totals, State Operations	<u>\$1,426</u>	<u>\$2,231</u>	<u>\$2,238</u>
	PROGRAM REQUIREMENTS			
6210	BENEFITS ADMINISTRATION			
	State Operations:			
0001	General Fund	\$48	\$2,156	\$2,081
0821	Flexelect Benefit Fund	771	1,539	1,537
0915	Deferred Compensation Plan Fund	15,609	18,291	19,158
0995	Reimbursements	9,998	12,681	12,683
	Totals, State Operations	<u>\$26,426</u>	<u>\$34,667</u>	<u>\$35,459</u>
	PROGRAM REQUIREMENTS			
6215	BENEFIT PAYMENTS			
	Unclassified:			
0821	Flexelect Benefit Fund	\$15,847	\$26,319	\$26,319
8008	State Employees Pretax Parking Fund	556	1,400	1,400
8049	Vision Care Program for State Annuitants Fund	23,250	8,784	8,784
	Totals, Unclassified	<u>\$39,653</u>	<u>\$36,503</u>	<u>\$36,503</u>
	PROGRAM REQUIREMENTS			
9900	ADMINISTRATION - TOTAL			
	State Operations:			
0001	General Fund	\$87	\$5	\$798
0995	Reimbursements	1,301	1,367	1,372
	Totals, State Operations	<u>\$1,388</u>	<u>\$1,372</u>	<u>\$2,170</u>
	SUBPROGRAM REQUIREMENTS			
9900100	Administration			
	State Operations:			
0001	General Fund	\$10,281	\$19,454	\$19,992
0995	Reimbursements	1,301	1,367	1,372
	Totals, State Operations	<u>\$11,582</u>	<u>\$20,821</u>	<u>\$21,364</u>
	SUBPROGRAM REQUIREMENTS			
9900200	Administration - Distributed			

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		<u>2021-22*</u>	<u>2022-23*</u>	<u>2023-24*</u>
State Operations:				
0001	General Fund	-\$10,194	-\$19,449	-\$19,194
Totals, State Operations		<u>-\$10,194</u>	<u>-\$19,449</u>	<u>-\$19,194</u>
TOTALS, EXPENDITURES				
	State Operations	75,870	119,862	132,500
	Unclassified	39,653	36,503	36,503
Totals, Expenditures		<u>\$115,523</u>	<u>\$156,365</u>	<u>\$169,003</u>

EXPENDITURES BY CATEGORY

1 State Operations	Positions			Expenditures		
	2021-22	2022-23	2023-24	2021-22*	2022-23*	2023-24*
PERSONAL SERVICES						
Baseline Positions	372.9	454.4	454.4	\$34,638	\$42,196	\$42,196
Other Adjustments	-68.6	-	15.0	-3,246	1,092	2,525
Net Totals, Salaries and Wages	<u>304.3</u>	<u>454.4</u>	<u>469.4</u>	<u>\$31,392</u>	<u>\$43,288</u>	<u>\$44,721</u>
Staff Benefits	-	-	-	16,287	23,580	24,564
Totals, Personal Services	<u>304.3</u>	<u>454.4</u>	<u>469.4</u>	<u>\$47,679</u>	<u>\$66,868</u>	<u>\$69,285</u>
OPERATING EXPENSES AND EQUIPMENT				\$27,919	\$35,160	\$37,981
SPECIAL ITEMS OF EXPENSES				272	17,834	25,234
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)				<u>\$75,870</u>	<u>\$119,862</u>	<u>\$132,500</u>

4 Unclassified	Expenditures		
	2021-22*	2022-23*	2023-24*
Other Special Items of Expense	\$39,653	\$36,503	\$36,503
TOTALS, EXPENDITURES, ALL FUNDS (Unclassified)	<u>\$39,653</u>	<u>\$36,503</u>	<u>\$36,503</u>

DETAIL OF APPROPRIATIONS AND ADJUSTMENTS

1 STATE OPERATIONS	2021-22*	2022-23*	2023-24*
0001 General Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$13,230	\$32,522	\$32,665
Allocation for Employee Compensation	-	410	-
Allocation for Other Post-Employment Benefits	-	-2	-
Allocation for Staff Benefits	-	196	-
Section 3.60 Pension Contribution Adjustment	-	424	-
Prior Year Balances Available:			
Item 7501-001-0001 Budget Act of 2022 as reappropriated by Item 7501-490 Budget Act of 2023	-	-	1,697
Totals Available	<u>\$13,230</u>	<u>\$33,550</u>	<u>\$34,362</u>
Balance available in subsequent years	-	-1,697	-
TOTALS, EXPENDITURES	<u>\$13,230</u>	<u>\$31,853</u>	<u>\$34,362</u>
0367 Indian Gaming Special Distribution Fund			
APPROPRIATIONS			
001 Budget Act appropriation	-	\$75	\$75
Totals Available	<u>-</u>	<u>\$75</u>	<u>\$75</u>
TOTALS, EXPENDITURES	<u>-</u>	<u>\$75</u>	<u>\$75</u>
0821 Flexelect Benefit Fund			

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1 STATE OPERATIONS	2021-22*	2022-23*	2023-24*
APPROPRIATIONS			
001 Budget Act appropriation	\$771	\$1,525	\$1,537
Allocation for Employee Compensation	-	4	-
Allocation for Staff Benefits	-	2	-
Section 3.60 Pension Contribution Adjustment	-	8	-
Totals Available	<u>\$771</u>	<u>\$1,539</u>	<u>\$1,537</u>
TOTALS, EXPENDITURES	<u>\$771</u>	<u>\$1,539</u>	<u>\$1,537</u>
0915 Deferred Compensation Plan Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$15,609	\$18,100	\$19,158
Allocation for Employee Compensation	-	78	-
Allocation for Staff Benefits	-	39	-
Section 3.60 Pension Contribution Adjustment	-	74	-
Totals Available	<u>\$15,609</u>	<u>\$18,291</u>	<u>\$19,158</u>
TOTALS, EXPENDITURES	<u>\$15,609</u>	<u>\$18,291</u>	<u>\$19,158</u>
0995 Reimbursements			
APPROPRIATIONS			
Reimbursements	\$37,053	\$58,657	\$66,314
TOTALS, EXPENDITURES	<u>\$37,053</u>	<u>\$58,657</u>	<u>\$66,314</u>
3085 Mental Health Services Fund			
APPROPRIATIONS			
001 Budget Act appropriation	-	\$150	\$150
TOTALS, EXPENDITURES	<u>-</u>	<u>\$150</u>	<u>\$150</u>
9740 Central Service Cost Recovery Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$9,207	\$8,937	\$10,904
Allocation for Employee Compensation	-	143	-
Allocation for Staff Benefits	-	72	-
Section 3.60 Pension Contribution Adjustment	-	145	-
Totals Available	<u>\$9,207</u>	<u>\$9,297</u>	<u>\$10,904</u>
TOTALS, EXPENDITURES	<u>\$9,207</u>	<u>\$9,297</u>	<u>\$10,904</u>
Total Expenditures, All Funds, (State Operations)	<u>\$75,870</u>	<u>\$119,862</u>	<u>\$132,500</u>
4 UNCLASSIFIED			
0821 Flexelect Benefit Fund			
APPROPRIATIONS			
Government Code section 1156 (claims paid)	\$15,847	\$26,319	\$26,319
Totals Available	<u>\$15,847</u>	<u>\$26,319</u>	<u>\$26,319</u>
TOTALS, EXPENDITURES	<u>\$15,847</u>	<u>\$26,319</u>	<u>\$26,319</u>
8008 State Employees Pretax Parking Fund			
APPROPRIATIONS			
Government Code section 1156.1	\$556	\$1,400	\$1,400
Totals Available	<u>\$556</u>	<u>\$1,400</u>	<u>\$1,400</u>
TOTALS, EXPENDITURES	<u>\$556</u>	<u>\$1,400</u>	<u>\$1,400</u>
8049 Vision Care Program for State Annuitants Fund			
APPROPRIATIONS			
Government Code section 22959.6	\$23,250	\$8,784	\$8,784
Totals Available	<u>\$23,250</u>	<u>\$8,784</u>	<u>\$8,784</u>
TOTALS, EXPENDITURES	<u>\$23,250</u>	<u>\$8,784</u>	<u>\$8,784</u>
Total Expenditures, All Funds, (Unclassified)	<u>\$39,653</u>	<u>\$36,503</u>	<u>\$36,503</u>
TOTALS, EXPENDITURES, ALL FUNDS (State Operations and Unclassified)	<u>\$115,523</u>	<u>\$156,365</u>	<u>\$169,003</u>

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FUND CONDITION STATEMENTS

	2021-22*	2022-23*	2023-24*
0821 Flexelect Benefit Fund^N			
BEGINNING BALANCE	\$5,633	\$5,578	\$6,629
Prior Year Adjustments	55	-	-
Adjusted Beginning Balance	\$5,688	\$5,578	\$6,629
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
4129000 Other Fees and Licenses	99	204	204
4163000 Investment Income - Surplus Money Investments	8	69	69
4170900 Contributions to Fiduciary Funds	16,696	28,645	28,645
4171400 Escheat - Unclaimed Checks, Warrants, Bonds, and Coupons	33	101	101
Transfers and Other Adjustments			
Revenue Transfer from Flex Elect Benefit Fund (0821) to General Fund (0001) per GC Section 20825.1(c). EO E21/22-276	-198	-	-
Total Revenues, Transfers, and Other Adjustments	\$16,638	\$29,019	\$29,019
Total Resources	\$22,326	\$34,597	\$35,648
EXPENDITURE AND EXPENDITURE ADJUSTMENTS			
7501 Department of Human Resources (State Operations)	771	1,539	1,537
7501 Department of Human Resources (Unclassified)	15,847	26,319	26,319
9900 Statewide General Administrative Expenditures (Pro Rata) (State Operations)	130	110	125
Total Expenditures and Expenditure Adjustments	\$16,748	\$27,968	\$27,981
FUND BALANCE	\$5,578	\$6,629	\$7,667
Reserve for economic uncertainties	5,578	6,629	7,667
0915 Deferred Compensation Plan Fund^N			
BEGINNING BALANCE	\$23,637,453	\$18,414,701	\$23,760,492
Prior Year Adjustments	-3,346,549	-	-
Adjusted Beginning Balance	\$20,290,904	\$18,414,701	\$23,760,492
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
4163000 Investment Income - Surplus Money Investments	56	85	85
4164000 Gain/Loss on Sale of Investments	-2,562,151	4,679,629	4,679,629
4170900 Contributions to Fiduciary Funds	685,005	668,026	668,026
4172500 Miscellaneous Revenue	16,496	16,342	16,342
Total Revenues, Transfers, and Other Adjustments	-\$1,860,594	\$5,364,082	\$5,364,082
Total Resources	\$18,430,310	\$23,778,783	\$29,124,574
EXPENDITURE AND EXPENDITURE ADJUSTMENTS			
7501 Department of Human Resources (State Operations)	15,609	18,291	19,158
Total Expenditures and Expenditure Adjustments	\$15,609	\$18,291	\$19,158
FUND BALANCE	\$18,414,701	\$23,760,492	\$29,105,416
Reserve for economic uncertainties	18,414,701	23,760,492	29,105,416
8049 Vision Care Program for State Annuitants Fund^N			
BEGINNING BALANCE	\$4,525	\$5,143	\$19,108
Prior Year Adjustments	1,808	-	-
Adjusted Beginning Balance	\$6,333	\$5,143	\$19,108
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
4129000 Other Fees and Licenses	687	715	715
4163000 Investment Income - Surplus Money Investments	13	25	25
4170900 Contributions to Fiduciary Funds	21,360	22,009	22,009
Total Revenues, Transfers, and Other Adjustments	\$22,060	\$22,749	\$22,749

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	<u>2021-22*</u>	<u>2022-23*</u>	<u>2023-24*</u>
Total Resources	\$28,393	\$27,892	\$41,857
EXPENDITURE AND EXPENDITURE ADJUSTMENTS			
7501 Department of Human Resources (Unclassified)	23,250	8,784	8,784
Total Expenditures and Expenditure Adjustments	<u>\$23,250</u>	<u>\$8,784</u>	<u>\$8,784</u>
FUND BALANCE	\$5,143	\$19,108	\$33,073
Reserve for economic uncertainties	5,143	19,108	33,073

CHANGES IN AUTHORIZED POSITIONS

	<u>Positions</u>			<u>Expenditures</u>		
	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>	<u>2021-22*</u>	<u>2022-23*</u>	<u>2023-24*</u>
Baseline Positions	372.9	454.4	454.4	\$34,638	\$42,196	\$42,196
Salary and Other Adjustments	-68.6	-	-	-3,246	1,092	1,143
Workload and Administrative Adjustments						
CalHR Privacy Officer						
Info Tech Spec I	-	-	1.0	-	-	96
California State Payroll System (CSPS) Project						
Info Tech Spec I	-	-	1.0	-	-	107
Staff Svcs Mgr I	-	-	7.0	-	-	627
Staff Svcs Mgr II (Mgrial)	-	-	1.0	-	-	96
Communication Office and Content Management System Replacement						
Staff Svcs Mgr I	-	-	1.0	-	-	88
Staff Svcs Mgr II (Supvry)	-	-	1.0	-	-	97
Personnel Management Division Strategic Workload Support						
Staff Svcs Mgr III	-	-	1.0	-	-	112
Various	-	-	1.0	-	-	102
Psychological Screening Program Administrative Support Adjustment						
Staff Svcs Analyst (Gen)	-	-	1.0	-	-	57
Reimbursement Authority for Childcare Bargaining Division						
Assoc Accounting Analyst	-	-	1.0	-	-	142
Staff Svcs Mgr II (Supvry)	-	-	-1.0	-	-	-142
TOTALS, WORKLOAD AND ADMINISTRATIVE ADJUSTMENTS	<u>-</u>	<u>-</u>	<u>15.0</u>	<u>\$-</u>	<u>\$-</u>	<u>\$1,382</u>
Totals, Adjustments	<u>-68.6</u>	<u>-</u>	<u>15.0</u>	<u>\$-3,246</u>	<u>\$1,092</u>	<u>\$2,525</u>
TOTALS, SALARIES AND WAGES	<u>304.3</u>	<u>454.4</u>	<u>469.4</u>	<u>\$31,392</u>	<u>\$43,288</u>	<u>\$44,721</u>

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